



Pakistan Junior League (PJP)

Code of Conduct for Players and Player Support Personnel

Effective as from 24 September 2022

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PJL CODE OF CONDUCT FOR PLAYERS AND PLAYER SUPPORT PERSONNEL

INTRODUCTION

The Pakistan Cricket Board (PCB) has been established by the Federal Government vide SRO No. 1045(I)/2019 notified on 19th August 2019 to promote, regulate and develop the game of cricket in Pakistan and this Code of Conduct for Players and Player Support Personnel (the “**Code of Conduct**”) has been unanimously approved, adopted and implemented by the PCB Board of Governors on 24 September 2022 as part of the *PCB’s* continuing efforts to maintain the public image, popularity and integrity of cricket by providing:

- a) an effective means to deter any participant from conducting themselves improperly on and off the field-of-play or in a manner that is contrary to the Spirit of Cricket; and
- b) a robust and proportionate disciplinary procedure pursuant to which all matters of improper conduct can be dealt with fairly, with certainty and in an expeditious manner.

PCB has zero tolerance towards corruption, misconduct and indiscipline in the game of cricket.

Unless otherwise indicated, references to Articles and Appendices are to articles and appendices of the *Code of Conduct*. Words in italicized text in the *Code of Conduct* are defined terms and their definitions are set out in Appendix 1.

ARTICLE 1 SCOPE AND APPLICATION

1.1 All *Players* and *Player Support Personnel* are automatically bound by and required to comply with all of the provisions of the *Code of Conduct*. Accordingly, by virtue of their participation (in the case of a *Player*) or assistance in a *Player’s* participation (in the case of a *Player Support Personnel*) in a *PJL Match*, such *Players* or *Player Support Personnel* shall be deemed to have agreed:

- 1.1.1** that it is their personal responsibility to familiarize themselves with all of the requirements of the *Code of Conduct*, including what conduct constitutes an offence under the *Code of Conduct*;
- 1.1.2** to submit to the exclusive jurisdiction of any *Match Referee* or the **PJL Technical Committee** convened under the *Code of Conduct* to hear and determine charges brought (and any appeals in relation thereto) pursuant to the *Code of Conduct*; and
- 1.1.3** not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the *Match Referee* or **PJL Technical Committee**.

1.2 All local and foreign *Players* and *Player Support Personnel* shall continue to be bound by and required to comply with the Code of Conduct until he/she has not participated (in the case of a *Player*), or assisted a *Player’s* participation (in the case of a *Player Support Personnel*) in any *PJL Match* for a period of one (01) month from the date of his/her last participation in *PJL* and the PCB shall continue to have jurisdiction over him/her under the Code of Conduct thereafter in respect of matters taking place prior to that point.

1.3 Without prejudice to Articles 1.1 and 1.2, the *Franchise* shall be responsible for promoting *Code of Conduct* awareness and education amongst *Players* and *Player Support Personnel* under its aegis.

1.4 It is acknowledged that certain *Players* and *Player Support Personnel* may also be subject to other rules of *National Cricket Federations* that govern discipline and/or conduct, and that the same conduct of such *Players* and/or *Player Support Personnel* may implicate not only the *Code of Conduct* but also such other rules that may apply. For the avoidance of any doubt, *Players* and *Player Support Personnel* acknowledge and agree that: (a) the *Code of Conduct* is not intended to limit the responsibilities of any *Player* or *Player Support Personnel* under such other rules; and (b) nothing in such other rules shall be capable of removing, superseding or amending in any way the jurisdiction of the Team Manager, *Match Referee*, PJJ Technical Committee to determine matters properly arising pursuant to the *Code of Conduct*.

1.5 For the avoidance of any doubt:

1.5.1 all *Umpires* and *Match Referees* officiating in any PJJ *Match* are automatically bound by and required to comply with all of the provisions of the *PJJ Code of Conduct*; and

1.5.2 where any Franchise Team at any level participates in a PJJ *Match* against another Franchise Team, for the purposes of their participation in such PJJ *Match*, all *Players* and *Player Support Personnel* representing such Franchise Teams are automatically bound by and required to comply with, and shall submit themselves to the jurisdiction of this *Code of Conduct*.

ARTICLE 2 CODE OF CONDUCT OFFENCES

The Preamble of the *PJJ T20 Playing Conditions* sets out the definition of the “Spirit of Cricket” as follows:

“Preamble – The Spirit of Cricket

Cricket owes much of its appeal and enjoyment to the fact that it should be played not only according to the Laws (which are incorporated within these Playing Conditions), but also within the Spirit of Cricket.

The major responsibility for ensuring fair play rests with the captains, but extends to all players, umpires and, especially in junior cricket, teachers, coaches and parents.

Respect is central to the Spirit of Cricket.

Respect your captain, team-mates, opponents and the authority of the umpires.

Play hard and play fair.

Accept the umpire’s decision.

Create a positive atmosphere by your own conduct, and encourage others to do likewise.

Show self-discipline, even when things go against you.

Congratulate the opposition on their successes, and enjoy those of your own team.

Thank the officials and your opposition at the end of the match, whatever the result.

Cricket is an exciting game that encourages leadership, friendship and teamwork, which brings together people from different nationalities, cultures and religions, especially when played within the Spirit of Cricket.”

The conduct described in Articles 2.1 to 2.22 amounts to conduct which breaches the Spirit of Cricket and therefore, if committed by a *Player* or *Player Support Personnel*, shall amount to an offence by such *Player* or *Player Support Personnel* under the *PJL Code of Conduct*.

COMMENT: Where considered helpful, guidance notes have been provided in text boxes beneath the description of a particular offence. Such notes are intended only to provide guidance as to the nature and examples of certain conduct that might be prohibited by a particular Article and should not be read as an exhaustive or limiting list of conduct that may be prohibited by such Article.

The Code of Conduct offences cover a variety of different behaviours and levels of seriousness. It is not intended to penalize trivial behavior. For the purpose of determining the appropriate sanction for an offence, levels of charging have been assigned for each offence, ranging from Level 1 for conduct of a minor nature, up to Level 4 for conduct of an extremely serious nature. Where an offence is alleged to have been committed, the individual reporting the alleged offence must determine which of the assigned levels of offence is appropriate for the conduct in question. Reports can only be laid at the levels identified in respect of each particular offence below.

For the purposes of the Code of Conduct, the phrase “during a PJL Match” should be interpreted broadly to cover all conduct which takes place at the ground on the day of the Match, and not just conduct which takes place on the field of play. It will therefore include conduct which takes place off the field of play, for example in the changing rooms, or during any of the intervals in the match.

For the avoidance of doubt, the PCB/Match Referee/PJL Technical Committee’s jurisdiction to take action against a *Player* or *Player Support Personnel* under this Code of Conduct is limited to incidents which take place (i) during, or in relation to, a PJL Match. In circumstances where a *Player* or *Player Support Personnel* is involved in an off-field incident which may warrant action under this Code of Conduct and any code of conduct or disciplinary rules of the *Player* or *Player Support Personnel*’s Franchise Team, the PCB will consult with the relevant Franchise Team in order to determine what the most appropriate course of action against the *Player* or *Player Support Personnel* should be.

2.1	Excessive appealing during a PJL Match
Note:	<i>For the purpose of Article 2.1, “excessive” may include (a) repeated appealing of the same decision; (b) repeated appealing of different decisions when the bowler/fielder knows the batter is not out with the intention of placing the Umpire under pressure; (c) charging or advancing towards the Umpire in an aggressive manner when appealing; or (d) celebrating a dismissal without appealing to the Umpire when a decision is required. It is not intended to prevent loud or enthusiastic appealing.</i>
Level 1	Applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable

2.2	Abuse of cricket equipment or clothing, ground equipment or fixtures and fittings during a PJL Match
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Note:	<i>Article 2.2 includes any action(s) outside the course of normal cricket actions, such as hitting or kicking the wickets and any action(s) which deliberately (i.e. intentionally), recklessly or negligently (in either case even if accidental) results in damage to the advertising boards, boundary fences, dressing room doors, mirrors, windows and other fixtures and fittings. For example, this offence may be committed, without limitation, when a Player swings his/her bat vigorously in frustration and causes damage to an advertising board.</i>
Level 1	Applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable

2.3	Use of an audible obscenity during a PJJ Match.
Note:	<i>Article 2.3 covers the use of words commonly known and understood to be offensive, obscene and/or profane (in any language) and which can be heard by the spectators and/or the viewing public whether by way of the stump-microphone or otherwise. This conduct may include, for example, swearing in frustration at one's own play or fortune.</i>
Level 1	Applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable

2.4	Disobeying an Umpire's instruction during a PJJ Match.
Note:	<i>Article 2.4 includes any repeated failure to comply with the instruction or directive of an Umpire during a PJJ Match.</i>
Level 1	Applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable

2.5	Using language, actions or gestures which disparage or which could provoke an aggressive reaction from a batter upon his/her dismissal during a PJJ Match.
Note:	<p><i>Article 2.5 includes any language, action or gesture used by a Player and directed towards a batter upon his/her dismissal which has the potential to provoke an aggressive reaction from the dismissed batter, whether or not any reaction results, or which could be considered to disparage or demean the dismissed batter, regardless of whether the batter him/herself feels disparaged or demeaned (in other words, a "send-off"). Without limitation, Article 2.5 includes: (a) excessive celebration directed at and in close proximity to the dismissed batter; (b) verbally abusing the dismissed batter; and (c) pointing or gesturing towards the pavilion.</i></p> <p><i>Nothing in this Article 2.5 is, however, intended to stop Players celebrating, in an appropriate fashion, the dismissal of the opposing team's batter.</i></p>

Level 1	Applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable

2.6	Using a gesture that is obscene, offensive or insulting during a PJJ Match.
<i>Note:</i>	<p><i>Article 2.6 includes, without limitation, obscene gestures which are not directed at another person.</i></p> <p><i>When assessing the seriousness of the breach, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation; and (ii) whether the gesture is likely to: (a) be regarded as obscene; (b) give offence; or (c) insult another person.</i></p> <p><i>This offence is not intended to cover any use of gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited under the PCB's Anti-Racism Code and must be dealt with according to the procedures set out therein.</i></p>
Level 1	Applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable

2.7	Public criticism of, or inappropriate comment in relation to an incident occurring in an PJJ Match or any Player, Player Support Personnel, Match Official or team participating in any PJJ Match, irrespective of when such criticism or inappropriate comment is made.
<i>Note:</i>	<p><i>Without limitation, Players and Player Support Personnel will breach Article 2.7 if they publicly criticise the Match Officials or denigrate a Player or team against which they have played in relation to incidents which occurred in a PJJ Match. When assessing the seriousness of the breach, without limitation, the context within which the comments have been made and the gravity of the offending comments must be taken into account.</i></p> <p><i>For the avoidance of doubt, any posting by a Player or Player Support Personnel of comments on a social media platform (including, without limitation, Facebook, Instagram, Twitter, YouTube and LinkedIn) shall be deemed to be "public" for the purposes of this offence. Consequently, a Player or Player Support Personnel may breach Article 2.7 where they criticise or make an inappropriate comment in relation to an incident occurring in a PJJ Match or any Player, Player Support Personnel, Match Official or team participating in any PJJ Match in any posting they make on a social media platform.</i></p>
Level 1	Applicable
Level 2	Applicable

Level 3	Not applicable
Level 4	Not applicable

2.8	Showing dissent at an Umpire's decision during a PJJ Match.
<i>Note:</i>	<p><i>Without limitation, Article 2.8 includes: (a) excessive, obvious disappointment with an Umpire's decision; (b) an obvious delay in resuming play or leaving the wicket; (c) shaking the head; (d) pointing or looking at the inside edge when given out lbw; (e) pointing to the pad or rubbing the shoulder when caught behind; (f) snatching the cap from the Umpire; (g) requesting a referral to the TV Umpire (other than in the context of a legitimate request for a referral as may be permitted in such International Match); and (h) arguing or entering into a prolonged discussion with the Umpire about his/her decision.</i></p> <p><i>This offence is not intended to punish a batter showing his/her instinctive disappointment at his/her dismissal.</i></p> <p><i>When assessing the seriousness of the breach, the following factors (without limitation) should be considered: (i) whether the conduct contains an element of anger or abuse which is directed at the Umpire or the Umpire's decision; (ii) whether there is excessive delay in resuming play or leaving the wicket; or (iii) whether there is persistent re-reference to the incident over time.</i></p> <p><i>It shall not be a defence to any charge brought under this Article to show that the Umpire might have, or in fact did, get any decision wrong.</i></p>
Level 1	Applicable
Level 2	Applicable
Level 3	Not applicable
Level 4	Not applicable

2.9	Throwing a ball (or any other item of cricket equipment such as a water bottle) at or near a Player, Player Support Personnel, Umpire, Match Referee or any other third person in an inappropriate and/or dangerous manner during a PJJ Match.
<i>Note:</i>	<p><i>This offence will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion, or from throwing the ball at the stumps or to a teammate when attempting a run out.</i></p> <p><i>When assessing the seriousness of the offence, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation, whether the action was deliberate, reckless, negligent, and/or avoidable; (ii) whether the ball/object struck the other person; (iii) the speed at which the ball/object was thrown; and (iv) the distance from which the ball/object was thrown.</i></p>
Level 1	Applicable
Level 2	Applicable
Level 3	Not applicable
Level 4	Not applicable

2.10	<p>Any of the following conduct which constitutes „unfair play“ under clause 41 of the PJJ <i>Playing Conditions</i>:</p> <p>2.10.1 deliberate attempt to distract striker. 2.10.2 deliberate distraction, deception or obstruction of batter 2.10.3 bowling of dangerous and unfair short pitched deliveries. 2.10.4 bowling of dangerous and unfair non-pitching deliveries. 2.10.5 bowling of deliberate non-pitching deliveries. 2.10.6 bowling of deliberate front foot no balls. 2.10.7 time wasting by any Player or team. 2.10.8 fielder causing deliberate or avoidable damage to the pitch. 2.10.9 bowler running on protected area. 2.10.10 batter causing deliberate or avoidable damage to the pitch. 2.10.11 striker in the protected area. 2.10.12 batter stealing a run. 2.10.13 unfair actions not covered elsewhere in clause 41 of the PJJ Standard Playing Conditions.</p>
<i>Note:</i>	<p><i>The offence supplements and does not replace PJJ Standard Playing Conditions clauses 41.4 to 41.19.</i></p> <p><i>When assessing the seriousness of the offence, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation and where relevant, whether the action was deliberate, reckless, negligent, and/or avoidable; (ii) the potential of the action to injure an opponent; and (iii) the degree of advantage offered by the “unfair play”.</i></p>
Level 1	Applicable
Level 2	Applicable
Level 3	Not applicable
Level 4	Not applicable
2.11	Any attempt to manipulate a PJJ Match for inappropriate strategic or tactical reasons.

Note:	<p><i>Article 2.11 is intended to prevent the manipulation of PJJ Matches for inappropriate strategic or tactical reasons (such as when a team deliberately loses a pool Match in a PJJ Tournament in order to affect the standings of other teams in that PJJ Tournament). It might also apply to the inappropriate manipulation of a net run rate or accumulation of bonus points or otherwise.</i></p> <p><i>Article 2.11 is not intended to cover any corrupt or fraudulent acts (including any use of inside information and/or related betting activity). Such conduct is prohibited under the PCB's Anti-Corruption Code for Participants and must be dealt with according to the procedures set out therein.</i></p> <p><i>The Team Captain of any team guilty of such conduct shall be held responsible (and subject to sanction) for any offence found to have been committed under this Article.</i></p>
Level 1	Not applicable.
Level 2	Applicable
Level 3	Not applicable
Level 4	Not applicable

2.12	Inappropriate physical contact with a <i>Player, Player Support Personnel, Umpire, Match Referee</i> or any other person (including a spectator) during a PJJ Match.
Note:	<p><i>Any form of inappropriate physical contact is prohibited in cricket. Without limitation, Players will breach this regulation if they deliberately, recklessly and/or negligently walk or run into or shoulder another Player or Umpire.</i></p> <p><i>When assessing the seriousness of the breach, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation, whether the contact was deliberate (i.e. intentional), reckless, negligent, and/or avoidable; (ii) the force of the contact; (iii) any resulting injury to the person with whom contact was made; and (iv) the person with whom contact was made.</i></p>
Level 1	Applicable (Level 1 is available only in the case of contact with <i>Players, Player Support Personnel</i> or any other person).
Level 2	Applicable (Level 2 is available only in the case of contact with <i>Players, Player Support Personnel</i> or any other person).
Level 3	Applicable (Level 3 is available only in the case of contact with <i>Umpires</i> and <i>Match Referees</i> .)
Level 4	Applicable (Level 4 is available only in the case of contact with <i>Umpires</i>
	and <i>Match Referees</i> .)

2.13	Personal abuse of a <i>Player, Player Support Personnel, Umpire</i> or <i>Match Referee</i> during a PJJ Match.
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Note:	<p><i>Article 2.13 is intended to cover a Player or Player Support Personnel directing language of a personal, insulting, obscene and/or offensive nature at any Player, Player Support Personnel, Umpire or Match Referee during an International Match. It is also intended to cover language of a personal, insulting, obscene and/or offensive nature relating to a family member of the Player, Player Support Personnel, Umpire or Match Referee at whom it is directed.</i></p> <p><i>When considering the seriousness of the breach, the following factors (without limitation) shall be considered: (i) whether such language was excessive and/or orchestrated; and (ii) the person at whom the language was directed, i.e. whether they were a Player, Player Support Personnel, Umpire, Match Referee or other person.</i></p> <p><i>This offence is not intended to cover any use of language that is likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited under the PCB's Anti-Racism Code and must be dealt with according to the procedures set out therein.</i></p>
Level 1	Not applicable
Level 2	Applicable (Level 2 is not available in the case of personal abuse of an <i>Umpire</i> or <i>Match Referee</i>).
Level 3	Applicable (Level 3 is available in all cases)
Level 4	Not applicable

2.14	Changing the condition of the ball in breach of clause 41.3 of the <i>PJL</i> Playing Conditions.
Note:	<p><i>This offence supplements and does not replace PCB Standard Playing Conditions clause 41.3.</i></p> <p><i>Any action(s) likely to alter the condition of the ball which are not specifically permitted under clause 41.3.2 may be regarded as „unfair“. The following actions shall, therefore, not be permitted (this list of actions is not exhaustive but included for illustrative purposes): (a) deliberately throwing the ball into the ground for the purpose of roughening it up; (b) applying any artificial substance to the ball; and applying any non-artificial substance for any purpose other than to polish the ball; (c) lifting or otherwise interfering with any of the seams of the ball; and (d) scratching the surface of the ball with finger or thumb nails or any implement.</i></p> <p><i>The Umpires shall use their judgment to apply the principle that actions taken to maintain or enhance the condition of the ball, provided no artificial substances are used, shall be permitted. Any actions taken with the purpose of damaging the condition of the ball or accelerating the deterioration of the condition of the ball shall not be permitted.</i></p>
Level 1	Not applicable
Level 2	Not applicable
Level 3	Applicable

Level 4	Not applicable
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2.15	Attempting to gain an unfair advantage during a PJJ Match
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<i>Note:</i>	<p><i>Article 2.15 is intended to cover any attempts to cheat or gain an unfair advantage during a PJJ Match (other than conduct prohibited under Articles 2.11 or 2.14 of the Code of Conduct or the PCB's Anti-Corruption Code for Participants). It includes, without limitation: (a) deliberate attempts to deceive an Umpire (for example by claiming a catch when the Player concerned knew that he/she had not caught the ball cleanly); (b) any attempts by a Player on the field of play to seek assistance from any person off the field of play in order to decide whether to request a referral to the TV Umpire; or (c) taking a foreign object onto the field whose most likely reason for being there is to change the condition of the ball.</i></p> <p><i>When assessing the seriousness of the breach, consideration should be given to whether the conduct was deliberate, reckless and/or negligent on the part of the relevant Player or Player Support Personnel.</i></p>
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Level 1	Not applicable
Level 2	Not applicable
Level 3	Applicable
Level 4	Not applicable

2.16	Intimidation of an Umpire or Match Referee whether by language or conduct (including gestures) during a PJJ Match.
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<i>Note:</i>	<p><i>Article 2.16 is intended to cover any form or intimidation of an Umpire or Match Referee. It includes, without limitation: (a) any form of continual verbal or physical harassment; (b) any form of intentional behavior that would cause the person at whom it is directed to fear injury or harm; and (c) attempts to impede or block movement.</i></p>
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Level 1	Not applicable
Level 2	Not applicable
Level 3	Applicable
Level 4	Not applicable

2.17	Threat of assault on another Player, Player Support Personnel, Umpire or Match Referee or any other person (including a Spectator) during a PJJ Match.
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<i>Note:</i>	<p><i>Without limitation, Players or Player Support Personnel will breach this Article 2.17 if they do or say anything which would cause the Player, Player Support Personnel, Umpire, Match Referee or other person to whom such action was directed to fear harmful or offensive contact, for example and without limitation, threatening to hit the relevant individual while at the same time raising a fist, or threatening to physically harm another Player's family.</i></p>
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Level 1	Not applicable
Level 2	Not applicable

Level 3	Applicable (Level 3 is available in the case of threat of assault on anyone other than an <i>Umpire</i> or <i>Match Referee</i>)
Level 4	Applicable (Level 4 is available in the case of threat of assault on <i>Umpires</i> and <i>Match Referees</i> only. Not available in the case of threat of assault on any <i>Player</i> , <i>Player Support Personnel</i> or other <i>person</i>)

2.18	Physical assault of another <i>Player</i>, <i>Player Support Personnel</i>, <i>Umpire</i>, <i>Match Referee</i> or any other <i>person</i> (including a spectator) during a <i>PJL Match</i>
<i>Note:</i>	<i>Without limitation, Players or Player Support Personnel will breach this Article 2.18 if they intentionally or recklessly cause the Player, Player Support Personnel, Umpire, Match Referee or the other person bodily harm or injury.</i>
Level 1	Not applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Applicable

2.19	Any act of violence on the field of play during a <i>PJL Match</i>
<i>Note:</i>	<i>Without limitation, Players or Player Support Personnel will breach this Article 2.19 if they kick or punch or fight another Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator).</i>
Level 1	Not applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	Applicable
2.20	Conduct that is contrary to the spirit of the game

<p>Note:</p>	<p><i>Article 2.20 is intended to cover all types of conduct that is contrary to the spirit of the game and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct.</i></p> <p><i>By way of example, Article 2.20 may (depending upon the seriousness and context of the breach) prohibit, without limitation, the following: (a) the use of an illegal bat or illegal wicket-keeping gloves; and (b) failure to comply with the provisions of clause 6.3 of the PJJ Playing Conditions.</i></p> <p><i>When assessing the seriousness of the offence, the context of the particular situation, and whether it was deliberate, reckless, negligent, avoidable and/or accidental, shall be considered. Further, the person lodging the Report shall determine where on the range of severity the conduct lays (with the range of severity starting at conduct of a minor nature (and hence a Level 1 offence) up to conduct of an extremely serious nature (and hence a Level 4 offence)).</i></p>
<p>Level 1</p>	<p>Applicable</p>
<p>Level 2</p>	<p>Applicable</p>

Level 3	Applicable
Level 4	Applicable
2.21	Conduct that brings the game into disrepute
<i>Note:</i>	<p><i>Article 2.21 is intended to cover all types of conduct that bring the game into disrepute and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct, including Article 2.20.</i></p> <p><i>By way of example, Article 2.21 may (depending upon the seriousness and context of the breach) prohibit, without limitation, the following: (a) public acts of misconduct; (b) unruly public behaviour; and (c) inappropriate comments which are detrimental to the interests of the game.</i></p> <p><i>When assessing the seriousness of the offence, the context of the particular situation, and whether it was deliberate, reckless, negligent, avoidable and/or accidental, shall be considered. Further, the person lodging the Report shall determine where on the range of severity the conduct lays (with the range of severity starting at conduct of a minor nature (and hence a Level 1 offence) up to conduct of an extremely serious nature (and hence a Level 4 offence)).</i></p>
Level 1	Applicable
Level 2	Applicable
Level 3	Applicable
Level 4	Applicable
2.22	Minimum Over Rate Offences
	<i>Failure by a fielding team participating in a Match to meet the minimum over-rate requirement contained in Appendix 2 constitutes (minimum over-rate offence) under this Code of Conduct by each of the players in that fielding team</i>
Note	<i>Subjective intent on behalf of the fielding team or any member thereof, to waste time is not required. It is sufficient to establish that minimum over-rate was not met. To avoid liability under this offence, the fielding team would need to establish, on the balance of probabilities, that the shortfall was due to factors beyond their control and that the time allowances permitted by the match officials in calculating the required over-rate were not sufficient. The presence or absence of subjective intent and the extent of the shortfall shall be relevant in relation to the issue of penalty</i>
2.23	Public criticism of, or inappropriate comment in relation to the Board, any of its officials or sponsors or policies, the ICC or any of its officers or sponsors, Player, Player Support Personnel or Match Officials including umpires and match referees, irrespective of when such criticism or inappropriate comment is made

<p>Note:</p>	<p><i>Without limitation, Players and Player Support Personnel will breach Article 2.23 if they publicly criticize, or make any sarcastic or derogatory or disparaging statements or remarks about the Board, any of its officials or sponsors, other members of the PCB Panel Umpires & Referees or its policies, the ICC or any of its officers or sponsors, or team / team officials, whether in print or electronic media – on social website(s), weblogs/blog(s) or otherwise. When assessing the seriousness of the breach, without limitation, the context within which the comments have been made and the gravity of the offending comments must be taken into account.</i></p> <p><i>For the avoidance of doubt, Players and Player Support Personnel shall not make any statements or remarks which are detrimental to an ongoing or any future tournament, to the game of cricket, regarding any Player, Player Support Personnel, Match Officials, Selection Committee, PCB initiatives, policies, or programmes, former international Umpire / Referees, ex-administrators, ground staff, Cricket Team(s) participating in any Match nor shall the Umpire / Referee comment on any sensitive, communal, racial, sectarian, political etc.</i></p>
<p>Level 1</p>	<p>Not Applicable</p>
<p>Level 2</p>	<p>Not Applicable</p>
<p>Level 3</p>	<p>Not Applicable</p>
<p>Level 4</p>	<p>Applicable</p>

ARTICLE 3 REPORTING AN ALLEGED OFFENCE UNDER THE CODE OF CONDUCT

3.1 Any one of the following individuals can report an alleged offence under the *Code of Conduct* (other than *Minimum Over Rate Offences* - as to which see Appendix 2) by lodging a report in the manner described in Article 3.2, below (a “**Report**”):

3.1.1 an *Umpire* that officiated in the *Match* during which the alleged offence was committed;

3.1.2 the *Team Manager* of the respective team participated in the *Match* during, or in relation to which, the alleged offence was committed;

3.1.3 the *Match Referee* or the *PJL Technical Committee*;

3.1.4 the *Match Manager*

3.1.5 provided it is a *Level 4 Offence* that is alleged to have been committed (or a *Level 1 Offence, Level 2 Offence* or *Level 3 Offence* in relation to which the *Match Referee* was the victim of the alleged offence), the *Match Referee* that was appointed to officiate in the *PJL Match* during which the alleged offence was committed. (For the avoidance of any doubt, the *Match Referee* is not entitled to lodge a *Report* in relation to an alleged *Level 1 Offence, Level 2 Offence* or *Level 3 Offence* unless he/she was the victim of the alleged offence).

3.2 All *Reports* must be completed on Form “Rep 1” (or such other form as may be made available for such purpose by the *PJL* from time to time). All *Reports* must be signed and dated by the person lodging the *Report*.

3.2.1 Where the *Report* is lodged by an *Umpire* (pursuant to Article 3.1.1):

Level of Offence	On or Off Field	Reporting Deadline	Report lodged with
Levels 1 & 2	On Field	18 hours from close of day's play in the relevant <i>PJL Match</i> or prior to the start of their next Match, whichever is earlier	<i>Match Referee</i>
	Off-Field	24 hours after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to his/her attention, save that the <i>Report</i> cannot be lodged more than 72 hours after the conclusion of the relevant <i>PJL Match</i> .	
Level 3	On or Off Field	48 hours after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to his/her attention, save that the <i>Report</i> cannot be lodged more than 72 hours after the conclusion of the relevant <i>PJL Match</i> .	
Level 4	On or Off Field	18 hours from close of day's play in the relevant <i>PJL Match</i> or prior to the start of their next Match, whichever is earlier.	<i>PJL Technical Committee</i>

3.2.2 Where the *Report* is lodged by the Manager of either of the two *Franchise Teams* participating in a particular Match (pursuant to Article 3.1.2);

Level of Offence	On or Off Field	Reporting Deadline	Report lodged with
Levels 1 & 2	On Field	18 hours from close of day's play in the relevant <i>PJL Match</i> or prior to the start of their next Match, whichever is earlier.	<i>Match Referee</i>
	Off-Field	24 hours after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to his/her attention, save that the <i>Report</i> cannot be lodged more than 72 hours after the conclusion of the relevant <i>PJL Match</i> .	

Level 3	On or Off Field	48 hours after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to his/her attention, save that the <i>Report</i> cannot be lodged more than 72 hours after the conclusion of the <i>PJL Match</i> .	
Level 4	On or Off Field	3 days after conclusion of the <i>PJL Match</i>	<i>PJL Technical Committee</i>

3.2.3 Where the *Report* is lodged by the *PJL Match Referee* or *Technical Committee* (pursuant to Article 3.1.3):

Level of Offence	On or Off Field	Reporting Deadline	Report lodged with
Levels 1, 2 & 3	On or Off Field	48 hours after the alleged offence is brought to his/her attention.	<i>PJL Match Referee</i> (if lodged by the <i>Technical Committee</i>) or <i>PJL Technical Committee</i> (if lodged by the <i>Match Referee</i>)
Level 4	On or Off Field	72 hours after the alleged offence is brought to his/her attention.	<i>PJL Match Referee</i> (if lodged by the <i>Technical Committee</i>) or <i>Technical Committee</i> (if lodged by the <i>Match Referee</i>)

3.2.4 Where the *Report* is lodged by the *Match Manager* (pursuant to Article 3.1.4):

Level of Offence	On or Off Field	Reporting Deadline	Report lodged with
Levels 1, 2 & 3	On or Off Field	48 hours after the alleged offence is brought to his/her attention.	<i>PJL Match Referee</i>
Level 4	On or Off Field	72 hours after the alleged offence is brought to his/her attention.	<i>PJL Technical Committee</i>

Note: For the purposes of Articles 3.2.1 to 3.2.4 above, Reports should be lodged as soon as reasonably practicable. The time limits set out in the above tables constitute the latest time by which a Report can be lodged.

In all circumstances where a Report is to be lodged with the Match Referee if, for logistical reasons, it is impractical to lodge the Report with the Match Referee, it shall be lodged with the PJJ Technical Committee within the same deadline.

3.3 Where it is alleged that a *Player* or *Player Support Personnel* has committed more than one offence under the *Code of Conduct* during, or in relation to a *PJJ Match* or during (whether on the field of play or otherwise), whether arising out of the same set of facts or otherwise, then a separate *Report* should be filed in accordance with this Article 3 for each of the offences that are alleged to have been committed.

NOTE: For the avoidance of doubt, only one Report should be laid per offence. As such, where the incident in question could fall within more than one offence under Article 2, for example Article 2.7 (public criticism or inappropriate comment) and Article 2.21 (conduct that brings the game into disrepute) a Report should be laid only in respect of the offence which most specifically covers the relevant conduct (in the example above, Article 2.7) and not both offences.

ARTICLE 4 NOTIFICATION PROCEDURE

Level 1 Offences, Level 2 Offences, Level 3 Offences and Minimum Over Rate Offences:

4.1 Where a *Match Referee* receives a *Report* lodged under Articles 3.2.1, 3.2.2, 3.2.3, 3.2.4 or Article 3.2 of Appendix 2 (in the case of *Minimum Over Rate Offences*), he/she must review the *Report* and determine whether the *Player* or *Player Support Personnel* named in the *Report* has a case to answer in relation to the offence identified in the *Report*. Where the *Match Referee* determines that there is a case to answer, he/she must promptly provide a copy of the *Report*, together with a completed Form “Not 1”, (such documents comprising the “**Notice of Charge**”), to the following individuals:

4.1.1 the *Player* or *Player Support Personnel* named in the *Report*, or, where appropriate in the case of an offence under either Article 2.11 (manipulating a *PJJ Match*), 2.14 (changing the condition of the ball), or 2.22 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; and

4.1.2 the *Team Manager* of the relevant *Player* or *Player Support Personnel* named in the *Report*.

4.2 Where the PJJ Technical Committee receives a *Report* lodged under Article 3.2.3, he/she must review the *Report* and determine whether the *Player* or *Player Support Personnel* named in the *Report* has a case to answer in relation to the offence identified in the *Report*. Where the PJJ Technical Committee determines that there is a case to answer, it must promptly provide a copy of the *Report*, together with a completed Form “Not 1” (such documents comprising the “**Notice of Charge**”), to the following individuals:

4.2.1 the *Player* or *Player Support Personnel* named in the *Report*, or, where appropriate in the case of an offence under either Article 2.11 (manipulating a *PJJ Match*), 2.14 (changing the condition of the ball), or 2.22 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; and

4.2.2 the *Team Manager* of the relevant *Player* or *Player Support Personnel* named in the *Report*.

4.3 The *Notice of Charge* shall specify that the *Player* or *Player Support Personnel* shall have the following three options:

4.3.1 he may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the *Match Referee's* discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the *Match Referee* prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the *Match Referee* shall not be required and no further action shall be taken, save that the *PJL Technical Committee* shall promptly issue a public statement confirming: (a) the commission of an offence under the *Code of Conduct*; and (b) the imposition of the applicable sanction specified in the *Notice of Charge*; or

4.3.2 he may admit the offence charged but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.1; or

4.3.3 he may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.1.

Level 4 Offences:

4.4 Where the *PJL Technical Committee* receives a *Report* lodged under Articles 3.2.1., 3.2.2., 3.2.3, or 3.2.4, it must promptly conduct a review to determine whether the *Player* or *Player Support Personnel* named in the *Report* has a case to answer in relation to the specific type and/or level of offence identified in the *Report* (i.e. to determine, in the *PJL Technical Committee's* opinion, whether the specific type and level of offence noted in the *Report* is properly identified when reviewed against the conduct complained of).

4.5 If the initial review of the *Report* reveals that there is no case to answer in relation to the specific type and/or level of offence, then the *PJL Technical Committee* shall notify the person who filed the *Report* of that fact, advising them of the reasons that such a determination has been made and, where applicable, providing guidance on which specific type and level of offence the *PJL Technical Committee* considers to be appropriate. Upon receipt of such a decision, the person who filed the *Report* shall, notwithstanding the provisions of Article 3.2 and having considered the *PJL Technical Committee* guidance in good faith, within a period of twenty-four (24) hours from the time of notification by the *PJL Technical Committee*, notify the *PJL Technical Committee* whether he wishes to: (a) revise the specific type and/or level of the offence charged, in which case a revised *Report* must be lodged with the *PJL Technical Committee* within such twenty-four (24) period; (b) proceed on the basis of the original *Report* lodged; or (c) withdraw the *Report*.

4.6 If the initial review of the *Report* reveals that there is a case to answer, or a revised *Report* is lodged with the *PJL Technical Committee* pursuant to Article 4.5, then the *PJL Technical Committee* shall promptly provide a copy of the *Report*, together with a completed Form "Not 1" (such documents comprising the "**Notice of Charge**") to the following individuals:

4.6.1 the *Player* or *Player Support Personnel* named in the *Report*; and

4.6.2 the *Team Manager* of the relevant *Player* or *Player Support Personnel* named in the *Report*.

4.7 The *Notice of Charge* shall specify that the *Player* or *Player Support Personnel* shall have the following options:

- 4.7.1** he may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the PJJ Technical Committee prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the PJJ Technical Committee shall not be required and no further action shall be taken, save that the PJJ Technical Committee shall promptly issue a public statement confirming: (a) the commission of an offence under the *Code of Conduct*; and (b) the imposition of the applicable sanction specified in the *Notice of Charge*; or
- 4.7.2** he/she may admit the offence charged but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.2; or
- 4.7.3** he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.2.

ARTICLE 5 THE DISCIPLINARY PROCEDURE

NOTE: *Where a Match Referee appointed to adjudicate any matter brought under this Code of Conduct is not physically present due to some reason at the relevant PJJ Match (and is, therefore, required to perform his duties remotely) and thus, is no longer at the same location as the Teams, then all hearings arising under Article 5.1 will be held by telephone conference or video conference (if available) and the provisions of Article 5.1 are to be interpreted accordingly.*

Level 1 Offences, Level 2 Offences, Level 3 Offences and Minimum Over Rate Offences:

- 5.1** Where a matter proceeds to a hearing under Article 4.3.2 or 4.3.3, then, subject to Article 5.7 below, the case shall be referred to the *Match Referee* for adjudication in accordance with the following procedure:
- 5.1.1** In the case of *Level 1 Offences, Level 2 Offences, Level 3 Offences* or *Minimum Over Rate Offences*, subject to the discretion of the *Match Referee* to order otherwise for good cause shown by the *Player* or *Player Support Personnel*, the hearing will take place at the time specified in the *Notice of Charge* (which should take place as soon as practicable and, in the absence of exceptional circumstances, no more than thirty-six (36) hours after the receipt by the *Player* or *Player Support Personnel* of the *Notice of Charge*) and, subject to the Note for Article 5, in the city in which the alleged offence was committed. For the avoidance of doubt, nothing in this Article 5.1.1 prevents a hearing from being convened at a time during which the PJJ *Match* in relation to which the alleged offence took place, remains in progress.
- 5.1.2** The procedure followed at the hearing shall be at the discretion of the *Match Referee*, provided that the hearing is conducted in a manner which offers the *Player* or *Player Support Personnel* a fair and reasonable opportunity to present evidence (including the right to call and to question witnesses by telephone or video-conference **where necessary**), address the *Match Referee* and present his/her case.
- 5.1.3** The hearing before the *Match Referee* shall be in either English or Urdu.
- 5.1.4** Where video evidence of the alleged offence is available at the hearing before the *Match Referee*, then it may be relied upon by any party, provided that all other parties shall have the right to make such representations in relation to it that they may see fit.

5.1.5 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Match Referee*: (a) the *Player* or *Player Support Personnel* who has been charged with the alleged offence; and (b) the person who lodged the *Report*. Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Match Referee* by telephone or video conference (if available). Without prejudice to the *Player* or *Player Support Personnel's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.1.6, one of the *Team Captain*, *Team Vice-Captain* or *Team Manager* of the team that the *Player* or *Player Support Personnel* represents may also attend such a hearing to provide additional support and assistance to the *Player* or *Player Support Personnel*.

5.1.6 Each of the individuals described in Article 5.1.5(a) and (b) shall have the right to be represented at the hearing before the *Match Referee* by such representative of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* that officiated in the *PJL Match* in question, then such person shall be entitled to be represented prior to, and during, the hearing.

5.1.7 The non-attendance of any *Player* or *Player Support Personnel* or his/her representative at the hearing, shall not prevent the *Match Referee* from proceeding with the hearing in his/her absence and issuing a ruling in relation to the offence charged.

5.1.8 At the end of a hearing, where the *Match Referee* considers that further evidence is necessary or further time is required to consider the evidence that has been presented, he/she shall adjourn the hearing for an appropriate period of time and make such directions as may be necessary.

5.1.9 Alternatively, at the end of a hearing:

5.1.9.1 brought under Article 4.3.2, as soon as possible after the conclusion of the hearing (and, in any event, no later than twenty-four (24) hours thereafter), the *Match Referee* will confirm the *Player* or *Player Support Personnel's* admission that he/she had committed a *Code of Conduct* offence and announce the substance of his/her decision. Within five (5) days after the conclusion of the hearing, the *Match Referee* shall issue his/her written decision, with reasons, setting out:

- (a) what sanctions, if any, are to be imposed (including any fine and/or period of suspension);
- (b) the date that any period of suspension shall come into force and effect; and
- (c) any rights of appeal that may exist pursuant to Article 8.

5.1.9.2 brought under Article 4.3.3 (or where the *Player* or *Player Support Personnel* has failed to respond in a timely fashion to the *Notice of Charge*):

- (a) the *Match Referee* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than twenty-four (24) hours), following which he/she will reconvene the hearing and verbally announce his/her finding as to whether a *Code of Conduct* offence has been committed;
- (b) where the *Match Referee* determines that a *Code of Conduct* offence has been committed, the *Player* or *Player Support Personnel* may request a short adjournment (of no more than thirty (30) minutes) to

prepare any submissions that he/she might wish to make in relation to the appropriate sanction that ought to be applied; and

- (c) as soon as possible after the conclusion of the hearing (and, in any event, no later than twenty-four (24) hours thereafter), the *Match Referee* will announce the substance of his/her decision. Within five (5) days after the conclusion of the hearing, the *Match Referee* shall issue his/her written decision, with reasons, setting out:
 - a the finding as to whether a *Code of Conduct* offence had been committed;
 - b what sanctions, if any, are to be imposed (including any fine and/or period of suspension);
 - c the date that any period of suspension shall come into force and effect; and
 - d any rights of appeal that may exist pursuant to Article 8.

5.1.10 A copy of the written reasoned decision will be provided to the *Player* or *Player Support Personnel*, the *Team Manager* of the *Player* or *Player Support Personnel* and the Chairperson of the **PJL Technical Committee**.

5.1.11 Subject only to the rights of appeal under Article 8, the *Match Referee's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

Level 4 Offences:

5.2 Where the **PJL Technical Committee** receives a *Report* lodged under Article 3 it must promptly conduct a review to determine whether the *Player* or *Player Support Personnel* named in the *Report* has a case to answer.

5.2.1 If the initial review of the *Report* reveals that there is no case to answer, then the *PJL Technical Committee* shall notify the person who filed the *Report* of that fact, and the matter shall not proceed any further.

5.2.2 If the initial review of the *Report* reveals that there is a case to answer, then the *PJL* shall promptly provide a copy of the *Report*, together with a completed Form "Not 1" (such documents comprising the "**Notice of Charge**") to the following individuals:

- a) the *Player* or *Player Support Personnel* named in the *Report*; and
- b) the *Team Manager* of the relevant *Player* or *Player Support Personnel* named in the *Report*; and
- c) the in-charge of Franchisee, as the case may be, by whatever name called to which the relevant *Player* or *Player Support Personnel* is affiliated.

5.2.3 The *Notice of Charge* shall specify that the *Player* or *Player Support Personnel* shall have the following options:

- a) he/she may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the *PJL Technical Committee's* discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the **PJL Technical Committee** prior to the

commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the **PJL Technical Committee** shall not be required and no further action shall be taken, save that the *PJL Technical Committee* shall promptly issue a public statement to the said effect; or

- b) he/she may admit the offence charged but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.1 (with references to the Match Referee in that Article being replaced with references to the PJL Technical Committee); or
- c) he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.1 (with references to the Match Referee in that Article being replaced with references to the PJL Technical Committee).

General Principles of Procedure

- 5.3** Where a *Report* is filed by more than one of the individuals described in Article 3.1 in relation to the same alleged offence under the *Code of Conduct*, then the *Player* or *Player Support Personnel* alleged to have committed the offence will only be served with one *Notice of Charge* in accordance with the procedures set out in Article 4. However, all persons who filed a *Report* (or, in the case of the *PJL Technical Committee*, its representative/nominee) in relation to the alleged offence are required to attend the hearing before the *Match Referee* or *PJL Technical Committee*, the hearing may be adjourned to a suitable date.
- 5.4** Where two or more *Players* or *Player Support Personnel* are alleged to have committed offences under the *Code of Conduct*, they may both be dealt with at the same hearing where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents, provided that the *Code of Conduct* permits the alleged offences to be determined by the same adjudicator. For the avoidance of doubt:
- 5.4.1** any number of *Level 1 Offences* and/or *Level 2 Offences & Level 3 Offences* can all be determined by a *Match Referee* at the same hearing; and
 - 5.4.2** any number of *Level 4 Offences* can all be determined by a PJL Technical committee at the same hearing; but
 - 5.4.3** a *Level 1 Offence*, *Level 2 Offence* or *Level 3 Offences* cannot be determined at the same hearing as a *Level 4 Offence* (and vice versa), and separate proceedings should therefore be issued in relation to each alleged offence.
- 5.5** Where a *Player* or *Player Support Personnel* is alleged to have committed more than one breach of the *Code of Conduct* during, or in relation to the same *Match*, then all of the alleged offences may be dealt with at the same hearing, provided that the *Code of Conduct* permits the offences that are alleged to have been committed to be determined by the same adjudicator. For the avoidance of doubt:
- 5.5.1** any number of *Level 1 Offences/ Level 2 Offences and/or Level 3 Offences* can all be determined by a *Match Referee* at the same hearing; and
 - 5.5.2** any number of *Level 4 Offences* can all be determined by a PJL Technical committee at the same hearing; but
 - 5.5.3** a *Level 1 Offence* or *Level 2 Offence & Level 3 Offences* cannot be determined at the same hearing as a *Level 4 Offence*, and separate proceedings should therefore be issued in relation to each alleged offence.

- 5.6** Any failure or refusal by any *Player* or *Player Support Personnel* to provide assistance to a *Match Referee* or *PJL Technical Committee* in connection with any charge made pursuant to this *Code of Conduct* may constitute a separate offence (depending upon the seriousness and context of such failure or refusal) under Articles 2 of the *Code of Conduct*.
- 5.7** Where a *Match Referee* is, or becomes unwilling or unable to hear a case (for example, where he/she finds him/herself in a position of conflict), then the *PJL Technical Committee* shall have the discretion to appoint such other referee as the *PJL Technical Committee* deems to be appropriate in all the circumstances.
- 5.8** Where a *PJL Technical Committee* is, or becomes unwilling or unable to hear a case (for example, where he/she finds him/herself in a position of conflict), then the PCB Chairman *shall* have the discretion to appoint another member from the pool of Adjudicators of the PCB (who shall have had no prior involvement with the case) as a replacement to the *PJL Technical Committee* and all of the remaining procedure will apply accordingly.
- 5.9** The PCB may issue a public announcement regarding any decision of the *Match Referee* or *PJL Technical Committee* made under the *Code of Conduct*, as soon as is reasonably practicable after the decision has been communicated to the parties. The public announcement of the decision may include details of the offences committed under the *Code of Conduct* and of the sanctions imposed, if any. Until such time as a public announcement is published, all parties and participants in the proceedings may treat such proceedings as strictly confidential. For the avoidance of doubt, nothing in this Article shall prevent any party publicly confirming the date of the hearing, the offence that is alleged to have been committed and/or the name of the *Player* or *Player Support Personnel* charged.

ARTICLE 6 STANDARD OF PROOF AND EVIDENCE

- 6.1** Unless otherwise described herein, the standard of proof in all cases brought under the *Code of Conduct* shall be whether the *Match Referee* or *PJL Technical Committee* is comfortably satisfied, bearing in mind the seriousness of the allegation that is made, that the alleged offence has been committed. This standard of proof, in all cases, shall be determined on a sliding scale from, at a minimum, a mere balance of probability (for the least serious offences) up to proof beyond a reasonable doubt (for the most serious offences).
- 6.2** The *Match Referee* or *PJL Technical Committee* shall recognize but not be strictly bound by judicial rules governing the admissibility of evidence. Instead, facts relating to an offence committed under the *Code of Conduct* may be established by any reliable means, including admissions.
- 6.3** The *Match Referee* or *PJL Technical Committee* may draw an inference adverse to the *Player* or *Player Support Personnel* who is asserted to have committed an offence under the *Code of Conduct* based on his/her refusal, without compelling justification, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the *Match Referee* or *PJL's Technical committee*) and/or to answer any relevant questions.

ARTICLE 7 SANCTIONS ON PLAYERS AND PLAYER SUPPORT PERSONNEL

- 7.1** Where a *Match Referee* or *PJL Technical Committee* determines that an offence under the *Code of Conduct* has been committed, he/she/it will be required to impose an appropriate sanction on the *Player* or *Player Support Personnel*.
- 7.2** In order to determine the sanction that is to be imposed in each case, the *Match Referee* or *PJL Technical Committee* must first consider whether the *Player* or *Player Support Personnel* has previously been found guilty of an offence under the same Article of the *Code of Conduct* (or any predecessor regulations that may have applied) within the current edition of PJJ in which the alleged offence took place.

7.3 Once the *Match Referee* or *PJL Technical Committee* has established whether this is a repeat offence during the current edition of PJJ , then he/she/it shall go on to take into account any other factors that he/she deems relevant and appropriate to the mitigation or aggravation of the nature of the *Code of Conduct* offence (including, without limitation, the nature and frequency of any previous offences under the *Code of Conduct*) before determining, in accordance with the following table, what the appropriate sanction(s) should be:

LEVEL OF OFFENCE	RANGE OF PERMISSIBLE SANCTIONS (FIRST OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (SECOND OFFENCE WITHIN THE SAME PJJ)	RANGE OF PERMISSIBLE SANCTIONS (THIRD OFFENCE WITHIN THE SAME PJJ)	RANGE OF PERMISSIBLE SANCTIONS (FOURTH AND SUBSEQUENT OFFENCES WITHIN THE SAME PJJ)
Level 1	Warning/reprimand and/or the imposition of a fine of up to 25% of the applicable pro rata of total <i>Match Fee</i> .	The imposition of a fine of between 25-50% of the applicable pro rata of total <i>Match Fee</i> .	The imposition of a fine of between 50 to 75% of the applicable pro rata of <i>Match Fee</i> .	The imposition of 100% of the applicable pro rata of Match fee and 1 match ban
Level 2	The imposition of a fine of between 25 to 50% pro rata of total <i>Match Fee</i> .	The imposition of 50 to 75% pro rata of total <i>Match Fee</i> .	The imposition of 100% pro rata of total <i>Match Fee</i> and ban for 1 match	The imposition of 2 match ban
Level 3	The imposition of 1 to 2 match ban	The imposition of 2 to 4 matches ban	The imposition of suspension for entire PJJ / entire PJJ of subsequent year in case offence is done in the last match of PJJ in case of foreign player and for local player 1 to 2 years	n/a
Level 4	The imposition of suspension for entire PJJ / entire PJJ of subsequent year in case offence is done in the last match of PJJ in case of foreign player and for local player 1 to 2 years	n/a	n/a	n/a

<i>Over Rate Offences</i>	See specific sanctions described in the table at Over rate offences of Appendix 2.
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7.4 For the avoidance of any doubt:

7.4.1 the *Match Referee* or *PJL Technical Committee* will have no jurisdiction to adjust, reverse or amend the results of any *Match*;

7.4.2 where a *Player* or *Player Support Personnel* is found guilty of committing two separate *Code of Conduct* offences that do not relate to the same incident or set of circumstances arising during any *Match* and sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);

7.4.3 where a *Player* or *Player Support Personnel* is found guilty of committing two *Code of Conduct* offences in relation to the same incident or set of circumstances arising during any *Match* and sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively);

7.4.4 nothing in this *Code of Conduct* shall permit plea bargaining in relation to any alleged offence committed under this *Code of Conduct*;

7.4.5 where the *Match Referee* or *PJL Technical Committee* finds a *Player* or *Player Support Personnel* not guilty of the offence allegedly committed under the *Code of Conduct*, then it remains open to him/her, at his/her discretion, to find the *Player* or *Player Support Personnel* guilty of an offence of a lower level than that with which he/she has been charged. For example, where a *Player* or *Player Support Personnel* has been charged with (but been found not guilty of) the *Level 2 Offence* of „showing serious dissent at an *Umpire’s* decision“ (Article 2.8), the *Match Referee* may, instead, find the *Player* or *Player Support Personnel* guilty of the *Level 1 Offence* of “showing dissent at an *Umpire’s* decision” (Article 2.8 - Level 1) and impose an appropriate sanction; and

7.4.6 where a fine and/or costs award is imposed against a *Player* or *Player Support Personnel*, then such fine and/or costs award must be paid: (a) by the *Player* or *Player Support Personnel* (and not any other third party, including the *Franchisee* which such *Player* or *Player Support Personnel* belongs); (b) by the *Player* or *Player Support Personnel’s* *Franchise Team* for onward transmission to the PCB within one calendar month of receipt of the decision imposing the fine. However, the PCB will consider any request from any *Player* or *Player Support Personnel* to make the payment of such fines and/or costs over a prolonged period of time on the grounds of financial hardship. Should any fine and/or costs award (or agreed part-payment or installment thereof) not be paid within such deadline or by the time of the next agreed payment date, the *Player* or *Player Support Personnel* may not play, coach or otherwise participate or be involved in any capacity in any *Match* until such payment has been satisfied in full.

ARTICLE 8 APPEALS

8.1 Appeals from decisions in relation to a first *Level 1 Offence*

Decisions made under the *Code of Conduct* by a *Match Referee* / *PJL Technical Committee* in relation to a first *Level 1 Offence* shall be non-appealable and shall remain the full and final decision in relation to the matter.

8.2 Appeals from decisions in relation to: (a) a second, third or fourth *Level 1 Offence*; (b) a *Level 2 Offence* (c) a *level 3 offence*; or (d) a *Minimum Over Rate Offence*

8.2.1 Decisions made under the *Code of Conduct* by a *Match Referee* in the *PJL* in relation to: (a) a second, third or fourth *Level 1 Offence* within the Event or (b) a *Level 2 Offence*; (c) a level 3 offence or (d) a *Minimum Over Rate Offence*, may be challenged solely by appeal as set out in this Article 8.2. Such decision shall remain in effect while under appeal unless the *PJL Technical Committee* properly convened to hear the appeal orders otherwise.

8.2.2 The only parties who may appeal a decision of this nature shall be: (a) the *Player* or *Player Support Personnel* found guilty of the offence or, where appropriate in the case of an offence under either Article 2.14 (changing the condition of the ball), 2.11 (manipulation of a *Match*), or 2.22 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; and (b) *PJL Technical Committee* (or his/her designee).

8.2.3 Any notice to appeal under this Article must be lodged with the *PJL Technical Committee* within 48 hours of receipt of the written decision of the *Match Referee*. In all cases, a copy of such notice will also be provided to the CEO of the Franchise as the case may be, to which the *Player* or *Player Support Personnel* is affiliated. Thereafter, the following procedure will apply:

8.2.3.1 Within 48 hours of receipt of a notice to appeal: (a) the *PJL Technical Committee* will hear the appeal; and (b) the *Match Referee* will provide a written statement to the *PJL Technical Committee* setting out any relevant facts (to be copied to the *Player* or *Player Support Personnel*).

8.2.3.2 The provisions of Articles 5.1.2 to 5.1.11, applicable to proceedings before the *Match Referee*, shall apply *mutatis mutandis* (i.e. with changes deemed to have been made as required to reflect the different context) to appeal hearings before the *PJL Technical Committee*.

8.2.3.3 The *PJL Technical Committee* shall hear and determine all issues arising from any matter which is appealed pursuant to this Article on a *de novo* basis, i.e. he/she shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. For the avoidance of doubt, the *PJL Technical Committee* shall have the power to increase or decrease, amend or otherwise substitute a new decision on the appropriateness (or otherwise) of the sanction imposed at first instance, provided that any new sanction must be within the permitted range of sanctions set out in the table in Article 7.3 (or, where applicable, Article 4 of Appendix 2).

8.2.3.4 Appeal hearings pursuant to this Article 8.2 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than five (5) days after referral of the matter to the *PJL Technical Committee*.

8.2.3.5 The *PJL Technical Committee* shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, the legal and/or travel/accommodation costs of the *PJL Technical Committee* and/or any other relevant parties) to be paid by the appealing party if he/she considers that such party has acted spuriously, frivolously or otherwise in bad faith.

8.2.3.6 Any decision made by the *PJL Technical Committee* under this Article 8.2, shall be the full, final and complete disposition of the matter and will be binding on all parties.

8.3 Appeals from decisions of the PJJ Technical Committee in relation to a *Level 4 Offence*

- 8.3.1** Decisions made under the *Code of Conduct* by the *PJJ Technical Committee* in relation to a (pursuant to Article 3.2.3) *Level 4 Offence* may be challenged solely by appeal as set out in this Article 8.3. Such decision shall remain in effect while under appeal unless any properly convened *Appeal Panel* orders otherwise. There shall be no appeal against a decision of the PJJ Technical Committee passed in an Appeal under Article 8.2.
- 8.3.2** The only parties who may appeal a decision made in relation to a *Level 4 Offence* shall be: (a) the *Player* or *Player Support Personnel* found guilty of the offence; and (b) the *Match Manager*.
- 8.3.3** Any notice to appeal under this Article must be lodged with the PCB Chairman within five (5) days of receipt of the written decision of the PJJ Technical Committee. In all cases, a copy of such notice will also be provided to the in-Charge of Franchise Team to which the *Player* or *Player Support Personnel* is affiliated. Thereafter, the following will apply:
- 8.3.3.1** Within twenty four (24) hours of receipt of a notice to appeal: (a) the PCB *Chairman* will appoint two members from amongst the pool of Adjudicators to sit as the *Appeal Panel* to hear the appeal; and (b) the *PJJ Technical Committee* will provide a written statement to the PCB *Chairman* setting out any relevant facts (to be copied to the *Player* or *Player Support Personnel*).
- 8.3.3.2** The provisions of Articles 5.2.2 & 5.2.3, applicable to proceedings before the PJJ Technical Committee, shall apply *mutatis mutandis* (i.e. with changes deemed to have been made as required to reflect the different context) to appeal hearings before the *Appeal Panel*.
- 8.3.3.3** The *Appeal Panel* shall hear and determine all issues arising from any matter which is appealed to it pursuant to this Article on a *de novo* basis, i.e. it shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. For the avoidance of doubt, the *Appeal Panel* shall have the power to increase or decrease, amend or otherwise substitute a new decision on the appropriateness (or otherwise) of the sanction imposed at first instance, provided that any new sanction must be within the permitted range of sanctions set out in the table in Article 7.3.
- 8.3.3.4** Appeal hearings pursuant to this Article 8.3 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than thirty (30) days after the appointment of the *Appeal Panel*.
- 8.3.3.5** The *Appeal Panel* shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, the legal and/or travel/accommodation costs of the *Appeal Panel* and/or any other relevant parties) to be paid by the appealing party if it considers that such party has acted, spuriously, frivolously or otherwise in bad faith.
- 8.3.3.6** Any decision made by the *Appeal Panel* under this Article 8.3, shall be the full, final and complete disposition of the matter and will be binding on all parties. For avoidance of doubt, if the two members are not able to reach a unanimous decision, they shall write their respective reasoned decisions which shall be referred to a third member to be appointed by *PCB Chairman* from amongst the Pool of Adjudicators.

8.4 No appeal in relation to an accepted sanction

8.4.1 For the avoidance of doubt, where a *Player* or *Player Support Personnel* admits the offence charged and accedes to the proposed sanction specified in the *Notice of Charge* in accordance with the procedure described in Article 5.2.3 (b), the *Player* or *Player Support Personnel* waives his/her right to any appeal against the imposition of such a sanction.

ARTICLE 9 RECOGNITION OF DECISIONS

9.1 Any hearing results or other final adjudications under the *Code of Conduct* shall be recognized and respected by the PCB and its affiliates including but not limited to the PJJ Franchisee and any other persons automatically upon receipt of notice of the same, without the need for any further formality. Each of the PCB and its affiliates and any other persons as aforesaid shall take all steps legally available to it to enforce and give effect to such decisions.

9.2 It shall be a condition of participation in the PJJ that all Franchisees and any other persons shall comply with the *Code of Conduct*.

ARTICLE 10 AMENDMENT AND INTERPRETATION OF THE CODE OF CONDUCT

10.1 The *Code of Conduct* may be amended from time to time by the Board of Governors of the PCB with such amendments coming into effect on the date specified by the PJJ.

10.2 The headings used for the various Articles of the *Code of Conduct* are for the purpose of guidance only and shall not be deemed to be part of the substance of the *Code of Conduct* or to inform or affect in any way the language of the provisions to which they refer.

10.3 The *Code of Conduct* shall come into full force and effect on 24 September 2022 (the “**Effective Date**”). It shall not apply retrospectively to matters pending before the *Effective Date*; provided, however, that any case pending prior to the *Effective Date*, or brought after the *Effective Date* but based on an offence that is alleged to have occurred before the *Effective Date*, shall be governed by the predecessor version of the *Code of Conduct* in force at the time of the alleged offence, subject to any application of the principle of *lex mitior* by the hearing panel determining the case.

10.4 If any Article or provision of this *Code of Conduct* is held invalid, unenforceable or illegal for any reason, the *Code of Conduct* shall remain otherwise in full force apart from such Article or provision which shall be deemed deleted insofar as it is invalid, unenforceable or illegal.

APPENDIX 1 - DEFINITIONS

Appeal Panel. A panel of three persons appointed by the PCB Chairman to perform the functions assigned to the Appeal Panel under the Code of Conduct. Each member of the Appeal Panel shall be independent of the PCB and may be provided reasonable compensation and reimbursement of expenses to such members, as and when their services are utilized for the purposes of disciplinary proceedings under the Code of Conduct.

Effective Date. As defined in Article 10.3.

Franchise. Franchise shall mean any of the Franchise Teams participating in a PJJ Tournament.

ICC. The International Cricket Council or its designee.

Level 1 Offence. Any of the offences described in Articles 2.1 – 2.2, 2.3,2.4, 2.5 ,2.6 ,2.7, 2.8,2.9, 2.10 ,2.12,2.20, and 2.21,

Level 2 Offence. Any of the offences described in Articles 2.7, 2,8, 2.9, 2.10,2.11, 2.12, 2.13, 2.20, 2,21

Level 3 Offence. Any of the offences described in Articles 2.12, 2.13, 2.14, 2,15, 2.16, 2.17, 2.20, 2.21

Level 4 Offence. Any of the offences described in Articles 2.12, 2.17, 2.18, 2.19, 2.20, 2.21,

Match or PJJ Match. Any PJJ Match organised, controlled or sanctioned by PCB from time to time to which the PJJ deems it appropriate that the Code of Conduct should apply.

Match Fee. The designated match fee (which is to be used for the purposes of calculating sanctions in accordance with Article 7) of this Code of Conduct.

Match Manager. Match Manager shall mean the individual responsible for the coordination and management of all venue-specific operations of a particular PJJ Match as designated by PCB.

Match Referee. The independent person appointed by PCB (or any other relevant party) as the official match referee for a designated PJJ Match, whether such Match Referee carries out his/her functions remotely or otherwise.

Minimum Over Rate. As defined in Appendix 2 of this Code of Conduct.

Minimum Over Rate Offence. As defined in Article 2.5.3 and Appendix 2 under Minimum Over rate Offences

National Cricket Federation. A national or regional entity which is a member of or is recognised by the ICC as the entity governing the sport of cricket in a country (or collective group of countries associated for cricket purposes).

Notice of Charge. As defined in Article 4.1 and/or Article 4.5.

Pakistan Cricket Board (PCB) means Pakistan Cricket Board established by the Federal Government vide S.R.O 1045(I)/2019 dated 19th August 2019.

Player. Any cricketer who is selected in any playing squad that is chosen to represent any Franchise Team participating in a PJJ Tournament.

Player Support Personnel. Any coach, trainer, manager, selector, team official, doctor, physiotherapist or any other person employed by, representing or otherwise affiliated to a Franchise Team participating in a PJJ Tournament.

PCB Chairman. The person elected by PCB's Board of Governors to act as the Chairman of PCB.

PCB/PJJ's Clothing and Equipment Regulations. The PCB/PJJ's Clothing and Equipment Regulations, in force from time to time.

PJJ Events. Any other event organized or sanctioned by PCB as part of PJJ from time to time.

PJJ Tournament. The domestic Twenty20 tournament organized by PCB on an annual basis in which six Franchise Teams participate.

PJJ Technical Committee. The group of people appointed by PCB Chairman to act as the Technical Committee for PJJ Matches.

Report. As defined in Article 3.1.

Team Captain or Vice-Captain. The official captain or vice-captain of any team participating in a Match.

Team Manager. The official manager of any team participating in a Match.

Suspension. The Match or duration of suspension imposed against any Player or Player Support Personnel pursuant to Article 7 of this Code of Conduct.

Umpire. Any umpire (including any third or other umpires) appointed to officiate in a Match.

APPENDIX 2 – MINIMUM OVER RATE

REQUIREMENTS, CALCULATION, REPORTING AND DISCIPLINARY PROCESS AND SANCTIONS

1. Minimum Over Rate

The minimum over rate to be achieved by the fielding team in all *Matches* shall be as set out in the playing conditions to the relevant *Match* (the “**Minimum Over Rate**”).

2. Calculating the Actual Over Rate

2.1 The actual over rate will be calculated at the end of each *Match* by those *Umpires* appointed to officiate in such *Match*.

2.2 In calculating the actual over rate for any *Match*, allowances will be given for the actual time lost as a result of any of the following:

2.2.1 treatment given to a *Player* by an authorized medical personnel on the field of play;

2.2.2 a *Player* being required to leave the field as a result of a serious injury;

2.2.3 all third *Umpire* referrals and consultations;

2.2.4 time wasting by the batting side (which may, in addition, constitute a separate offence pursuant to any of Articles 2.1.8, 2.2.11, 2.3.3 or 2.4.4 depending upon the context and seriousness of the incident); and

2.2.5 all other circumstance that are beyond the control of the fielding team.

2. Procedure and Applicable Sanctions for Minimum Over Rate offence

OVER RATE OFFENCE	TEAM	RANGE OF PERMISSIBLE SANCTIONS (FIRST OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (SECOND OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (THIRD OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (FORTH AND SUBSEQUENT OFFENCE)
Over Rate Offence (Article 2.22.)	Players	All 11 Players in the fielding team will be fined 10% of their Match Fee;	All 11 Players in the fielding team will be fined 20% of their Match Fee;	All 11 Players in the fielding team will be fined 30% of their Match Fee	All 11 Players in the fielding team will be fined 40% of their Match Fee

Note: For the avoidance of doubt, match **suspension** shall not be applied in respect of any Minimum Over Rate Offence.